

**STATE HUMAN RELATIONS COMMISSION
FULL COMMITTEE MEETING MINUTES
DOVER, DELAWARE**

Thursday, February 12, 2015

The January monthly meeting of the Delaware State Human Relations Commission was held by video-conference the Cannon Building, 861 Silver Lake Boulevard, Conference Room A, Dover, Delaware; and the Carvel Building, 820 N. French Street, 4th Floor Executive Conference Room, Wilmington, Delaware.

Attendance:

Commission Members Present: Chairperson Calvin Christopher. Commissioners Mashoor Awad, Whittona Burrell, Erika Caesar, Wallace Dixon, Earnest Gulab, J. Michael Harpe, Rose Mary Hendrix, Doug James, Gail Launay-Tarlecki, Nancy Maihoff, Lorenzo Murdaugh, Olga Ramirez, Misty Seemans, Walter Smith Jr., Roy Sudler Jr., Robert Watson Jr., and Rosemarie Williams. DAG Paige Schmittinger.

Commission Members not present: Commissioners Diaz Bonville (excused), Chok-Fun Chui (excused), Bernice Edwards (unexcused), Stephen Elkins (excused) and Prameela Kaza (excused).

Staff from Division of Human Relations Office: Romona Fullman, Vincent Petroff, and Kelly Fox.

Members of the public present: Kathleen Macrae, Executive Director, ACLU of Delaware.

I Call to Order

The meeting was called to order by Chair Christopher at 7:05 p.m., followed by a period of silent meditation.

II Approval of Minutes

The minutes for the January SHRC meeting were submitted and reviewed. Commissioner Harpe made a motion to approve the minutes. Motion seconded by Commissioner Launay-Tarlecki. A vote was taken, motion carries with no opposition.

III Members of the Public Present

Kathleen Macrae, Executive Director, ACLU of Delaware invited as a follow-up to the recommendation that the SHRC support the repeal of the death penalty. Ms. Macrae agreed to email a copy of her PowerPoint presentation. It was recommended that someone with an opposing viewpoint be invited to present prior to a vote on the issue. be invited to to inform SHRC provide additional information on efforts to repeal the death penalty following a recommendation that the Chair Christopher indicated this item will be an agenda item next month.

IV Chair's Report

Topic / Discussion	Actions to be Taken	Leaders	Due Date
<p><u>Commission Bylaws Update and Commissioner Roles</u> Chair Christopher charged the Legislative Committee to review the Bylaws –especially sections on Committee responsibilities and attendance requirements. Chairs of Subcommittees have been asked to review the purpose of their Committees and provide feedback to the Legislative Committee.</p> <p>Chair Christopher and Director Fullman met with DAGs Stacey Stewart and Paige Schmittinger to discuss the authority of the Community Response Committee (CRC) to investigate, initiate and mediate complaints. Commissioner training was also discussed. The Commission can provide mediation.</p> <p>Chair Christopher indicated an Ad hoc Committee will be assigned to review regulations.</p>	Review of Bylaws	Legislative Committee	Undefined
	Review purpose of Subcommittees and provide feedback to Legislative Committee.	Subcommittee Chairs	Undefined
	Complaint process training scheduled.	Division	February 21, 2015
	Ad hoc Committee to be assigned.	Chair Christopher	Undefined
<u>Black History Month</u> - Commissioners were encouraged to participate in Black History Month Activities. Initiatives would be led by the Public Awareness Committee	Black History Month Initiatives	Public Awareness Committee	Undefined
<u>Widener School of Law</u> – Chair Christopher suggested the Commission explore the possibility of establishing a relationship with Widener School of Law for pro se complainants. Commissioner Launay-Tarlecki agreed to try re-connecting with a previous point of contact.	Commissioner Launay-Tarlecki to draft a program proposal to be discussed with Widener School of Law.	Commissioner Launay-Tarlecki	Undefined
<u>Commission Vacancies</u> – Chair Christopher encouraged Commissioners to help identify individuals with potential to apply to serve on the Commission.	Encourage individuals to apply to become a Commissioner.	All Commissioners	Ongoing
<u>Dover Human Relations Commission</u> – Chair			

Christopher continues to have open communications the Dover Human Relations Commission chair.			
<u>Access to Justice Commission and Office of Civil Rights and Public Trust</u> – Chair Christopher is looking into additional information on the Access to Justice Commission. Chair Christopher plans to have a follow-up conversation with Allison Reardon, director, DOJ Office of Civil Rights and Public Trust regarding the new agency’s functional duties and responsibilities.			

V Director’s Report

Topic / Discussion	Actions to be Taken	Leaders	Due Date
Director’s report to be sent electronically following the meeting.	Report to be sent electronically.	Director Fullman	Following meeting.
<p>Director Fullman reported that going forward the Director’s report will include a list of Community Engagement that Commissioners participated in.</p> <p><u>Acknowledgements:</u> Chair Christopher was acknowledged for attending JFC Hearing reminding the body of the importance of the education and enforcement obligations of laws against discrimination; Commissioner Roy Sudler, Jr. for his participation on the YWCA’s panel discussion on Confronting Institutional Racism and Commissioners Burrell, Watson Jr., and AA II Annette Fletcher attended; Brenda Adams for attending the MLK Dr. Day Prayer Breakfast in Bridgeville.</p> <p><u>Black History Month Activity-</u> Selma (the movie) Community Screening Event, Rehoboth. Commissioners Edwards, Launay-Tarlecki, James and Watson attended on behalf of the Commission. Director Fullman, Ines Hungria, Claudia Sosa-Ducote,</p>			

<p>Kelly Fox, Annette Fletcher and Brenda Adams attended on behalf of the Division. Over 127 members of the public attended the screening.</p> <p><u>Education</u>- Commissioner Smith participated in the Sussex County Coalition for Fairness and Equity in Schools. Director Fullman and several Commissioners participate in the New Castle County Coalition.</p> <p><u>Community Education & Engagement</u>- DHR/SHRC will host Community Breakfast Conversations to increase visibility and awareness of the responsibilities and function of the organizations. Looking to be scheduled between March and May.</p> <p><u>SHRC Training</u> – Commissioners were encouraged to attend the fair housing training on February 21st in Dover. They were advised that a series of training sessions to support them in their work is currently being planned. Information on training webinars will continue to be forwarded.</p>	<p>Report on Coalition activities and initiatives.</p> <p>Schedule breakfast conversations</p> <p>Communicate training opportunities</p>	<p>Commissioners participating on the Coalition</p> <p>Director Fullman</p> <p>Division</p>	<p>Monthly 2nd Thursday</p> <p>March – May</p> <p>Ongoing</p>
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VI Committee Reports

Topic / Discussion	Actions to be Taken	Leader	Due Date
<p><u>Public Awareness Committee(PAW)</u> – Commissioner James reported that Commissioner Burrell will be developing a list of bullet points Commissioners can use for public speaking.</p> <p>He also reported that another Comcast Newsmakers segment is planned on March 20th. Guest is to be determined.</p> <p>PAW would like to look into additional showings of Selma or other films throughout the state. Could</p>	<p>Bullet points developed</p> <p>Comcast Newsmakers 3/20/15</p> <p>Showings of movies</p>	<p>Commissioner Burrell</p> <p>Commissioner James</p> <p>Commissioner James</p>	<p>Undefined</p> <p>March 20, 2015</p> <p>Undefined</p>

possibly include voter registration in these events.			
<p><u>Legislative Committee</u> – Commissioner Seemans reported the Committee is looking to draft terms of reference. It is to be reviewed by DAG who is familiar with FOIA.</p> <p>She reported the committee discussed reviewing amendments to bylaws and statutes and role and responsibilities of Committees.</p>	Draft terms of reference	Commissioner Seemans	Undefined
<p><u>Community Response Committee(CRC)</u> – Commissioner Maihoff reported that the CRC will be mediating the GSA issue at the Cape Henlopen High School.</p> <p>She reported the committee is considering other matters referred by the Chair/Division including the Masons.</p>	Mediation of GSA issue	Commissioner Maihoff	Undefined
<p><u>Governor’s Council on Equal Employment Opportunity Committee</u> – Commissioner Launay-Tarlecki reported the Committee meetings will be the 1st Wednesday, 9:00 a.m., of every month.</p> <p>DNREC, Department of Finance, Department of State and DSCYF were the agencies most recently reviewed by GCEEOC. Report is being drafted and will be shared when complete.</p> <p>Next meeting is scheduled March 4th.</p>	GCEEOC report to be drafted and shared	Commissioner Launay-Tarlecki	Upon completion

VII Old Business

Topic / Discussion	Actions to be Taken	Leader	Due Date
None.			

VIII New Business

Topic / Discussion	Actions to be Taken	Leader	Due Date
Chair Christopher recommended a change in the time of administrative hearings from 6:00pm to 3:00pm.	Consider changing hearing start time.	All Commissioners	Undefined
Commissioner Awad shared that the Islamic Society is considering be holding an Interfaith prayer breakfast on February 21 st .	Initiation to be emailed once confirmed.	Commissioner Awad	Undefined

IX Good News

Topic / Discussion	Actions to be Taken	Leader	Due Date
None			

XI Meeting Adjourned

The Commission meeting was adjourned at approximately 9:12 p.m. by Chair Christopher.